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ABSTRACT

This compilation of tables presents information on educator salaries in the Maryland public schools for 1994-95. Salary information for the state's 23 counties and Baltimore City is presented in the following tables: (1) maximum salaries for 12-month professional positions; (2) salary range for 10-month teachers; (3) salary schedules for public school teachers with a Bachelor's degree and certification; (4) salary schedules for teachers with a Master's degree; (5) salaries for 12-month principals; (6) salaries for vice and assistant principals; and (7) salaries for supervisors (equivalent to coordinators or curriculum specialists). Superintendent salaries range from a high of $140,000 for Baltimore City schools to $74,605 in Garrett County. The minimum salary for a teacher with a Bachelor's degree and a standard professional certificate ranges from $43,160 in Baltimore City for $27,835 in Dorchester County. (SLD)

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Professional Salary Schedules
Maryland Public Schools
1994-95

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Professional Salary Schedules
Maryland Public Schools
1994-95

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Table I

1994-95 Maximum* Salaries for Twelve-Month Professional Positions in Maryland Public Schools

Local Unit	Superintendent	Deputy Superintendent	Associate Superintendent	Asst. Area Superintendent	Director
Allegany	$88,400	$ -	$ -	$ -	$63,982
Anne Arundel	101,721	-	# 98,721	# 89,582	# 81,267
Baltimore City	140,000	109,700	96,200	-	80,886
Baltimore	115,000	98,000	91,000	85,000 Area	# 75,500
				82,500 Assistant	
Calvert	97,500	92,123	-	-	82,766
Caroline	83,000	-	-	^ 73,264	^ 68,959
Carroll	116,000	-	-	^ 88,254	^ 81,555
Cecil	85,000	-	-	^ 76,130	^ 71,489
Charles	108,150	-	# 84,460 Regional Adm.	# 81,782	^ 73,079
Dorchester	75,500	-	-	62,530	61,314
Frederick	93,600	81,782	79,135	79,921	74,094
Garrett	74,605	-	-	^ 69,125	^ 65,331
Harford	98,445	80,252	-	68,573	68,573
Howard	115,750	-	92,433	-	89,629
Kent	78,726	-	-	73,616	^ 69,740
Montgomery	136,021	106,914	95,533	-	^ 89,045
Prince George's	120,000	# 110,522	# 97,628	^ 97,628	# 82,704
Queen Anne's	94,500	-	-	80,000	-
St. Mary's	92,700	-	^ 84,381	^ 84,381	79,853
Somerset	75,000	-	-	^ 58,506	^ 57,891
Talbot	80,000	-	-	-	# 69,538
Washington	89,000	-	73,455	# 71,316	# 67,552
Wicomico		-	-	73,600	70,370
Worcester	87,500	-	-	74,613	-

*Salaries for Superintendents are generally determined through negotiations with the local Board of Education

#Position maximum; one or more encumbents have reached maximum

^Position maximum; one or more encumbents have not reached maximum

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1994-95 Maximum Salaries for Twelve-Month Professional Positions in Maryland Public Schools

	Instructional Supervisor*				Specialist				Instructional Coordinator			
Local Unit	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate	Master's	Master's +30	Master's +60	Doc-torate
Allegany	$57,582	$58,781	$59,724	$61,482	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Anne Arundel	-	-	-	-	-	-	-	-	76,799	-	-	-
Baltimore City	-	-	-	-	-	-	-	-	61,636	-	-	-
Baltimore	65,500	-	-	66,500	61,500	-	-	62,500	68,500	-	-	69,500
Calvert	69,521	73,385	75,319	77,248	-	-	-	-	62,073	65,523	67,249	68,971
Caroline	62,780	63,405	-	64,653	-	-	-	-	56,321	56,946	-	58,194
Carroll	68,023	70,164	71,321	71,836	-	-	-	-	61,653	63,794	64,951	65,466
Cecil	62,438	64,888	65,388	65,688	-	-	-	-	-	-	-	-
Charles	66,631	67,131	-	67,431	-	-	-	-	68,780	69,280	-	69,580
Dorchester	59,931	-	-	-	-	-	-	-	55,321	-	-	-
Frederick	-	-	-	-	64,428	-	-	65,428	-	-	-	-
Garrett	61,495	62,245	62,995	63,745	-	-	-	-	-	-	-	-
Harford	59,955	64,925	-	65,525	-	-	-	-	-	-	-	-
Howard	71,873	-	-	-	-	-	-	-	76,312	-	-	-
Kent	65,474	66,049	66,469	66,729	-	-	-	-	58,079	58,654	59,074	59,334
Montgomery	78,784	-	-	-	-	-	-	-	78,784	-	-	-
Prince George's	70,386	-	-	71,386	-	-	-	-	68,349	-	-	-
Queen Anne's	66,060	66,330	-	67,460	-	-	-	-	-	-	-	-
St. Mary's	59,985	61,485	61,985	62,485	-	-	-	-	52,156	53,656	54,156	54,656
Somerset	54,768	-	-	55,608	-	-	-	-	52,952	-	-	53,792
Talbot	-	-	-	-	-	-	-	-	64,508	-	-	66,008
Washington	62,456	-	-	-	-	-	-	-	58,305	-	-	-
Wicomico	59,460	61,160	-	62,160	-	-	-	-	-	-	-	-
Worcester	62,867	65,118	-	67,371	-	-	-	-	56,677	58,699	-	60,723

*See Table 7 for additional information

NOTE: When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved.

Table 1 (continued)

1994-95 Maximum Salaries for Twelve-Month* Professional Positions in Maryland Public Schools

Local Unit	Principal#				Assistant/Vice Principal #			
	Master's	Master's +30	Master's +60	Doctorate	Master's	Master's +30	Master's +60	Doctorate
Allegany	$58,932	$60,131	$61,074	$62,832	$46,879	$48,078	$49,021	$50,779
Anne Arundel	82,158	-	-	-	72,335	-	-	-
Baltimore City	73,409	-	-	-	57,007	-	-	-
Baltimore	72,500	-	-	73,500	64,500	-	-	65,500
Calvert	76,970	81,248	83,388	85,524	67,038	70,764	72,629	74,489
Caroline	67,086	67,711	-	68,959	58,474	59,099	-	60,347
Carroll	72,275	74,416	75,573	76,088	63,773	65,914	67,071	67,586
Cecil	65,919	68,369	68,869	69,169	56,637	59,087	59,587	59,887
Charles	81,677	82,177	-	82,477	57,138	57,638	-	57,938
Dorchester	61,314	-	-	-	59,931	-	-	-
Frederick	73,426	-	-	74,426	64,428	-	-	65,428
Garrett	63,081	63,831	64,581	65,331	47,998	48,748	49,498	50,248
Harford	63,860	68,830	-	69,430	58,003	62,973	-	63,573
Howard	78,064	-	-	-	71,873	-	-	-
Kent	68,485	69,060	69,480	69,740	58,079	58,654	59,074	59,334
Montgomery	89,045	-	-	-	72,476	-	-	-
Prince George's	81,600	-	-	82,600	69,136	-	-	70,136
Queen Anne's	68,625	68,895	-	70,025	60,503	60,773	-	61,903
St Mary's	73,085	74,585	75,085	75,585	59,985	61,485	61,985	62,485
Somerset	55,025	-	-	55,865	46,378	-	-	47,113
Talbot	64,508	-	-	66,008	61,961	-	-	63,391
Washington	65,585	-	-	-	60,054	-	-	-
Wicomico	62,550	64,250	-	65,250	54,500	56,200	-	57,200
Worcester	66,477	68,863	-	71,249	58,740	60,839	-	62,939

*Vice/assistant principals are 11-month in Allegany and Garrett and 10.5-month in Somerset

#See Tables 5 and 6 for additional information

NOTE: When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved

Table 2

1994-95 Salary Range for Ten-Month Teachers in Maryland Public Schools
By Level of Educational Attainment

Local Unit	Minimum-Bachelor's Degree-Step 1	Maximum*						
		Bachelor's (Standard Professional Certificate)	Advanced Professional Certificate (APC)	Master's	Master's (APC)	Master's +30	Master's +60#	Doctorate
Allegany	$23,038	$37,726	$40,766	$ -	$ -	$41,965	$42,908	$44,666
Anne Arundel	25,827	39,123	51,550	-	52,165	54,517	-	56,935
Baltimore City	23,509	43,160	-	45,541	-	47,144	-	48,360
Baltimore	25,676	33,546	-	47,517	-	50,452	51,299	52,033
Calvert	29,867	39,947	52,149	52,149	-	54,842	56,793	58,399
Caroline	25,614	42,438	44,567	45,828	-	46,585	-	47,436
Carroll	24,793	38,759	-	48,270	-	50,410	51,469	-
Cecil	25,502	42,202	43,502	-	44,002	44,702	45,352	45,602
Charles	26,631	35,067	49,786	50,838	-	51,338	-	51,638
Dorchester	23,920	27,347	40,841	42,697	-	45,058	-	45,854
Frederick	26,016	37,344	48,656	48,656	-	51,065	-	52,056
Garrett	21,963	27,835	38,819	39,819	-	40,569	41,319	42,069
Harford	26,080	32,246	43,136	-	44,795	48,937	-	49,437
Howard	26,648	38,550	52,194	53,410	-	54,617	-	55,952
Kent	24,920	33,196	46,593	-	47,934	48,640	49,367	50,094
Montgomery	28,172	37,932	-	56,101	-	58,146	-	-
Prince George's	26,622	37,426	-	53,040	-	55,384	56,557	56,957
Queen Anne's	26,250	30,353	47,250	47,950	-	48,490	49,030	50,430
St. Mary's	25,654	37,224	45,591	-	46,522	48,625	50,986	-
Somerset	24,875	34,011	40,283	-	41,365	-	-	42,065
Talbot	23,942	29,670	42,184	-	46,846	47,508	48,518	49,932
Washington	25,075	38,030	44,179	44,179	44,179	45,318	45,687	45,932
Wicomico	25,130	40,600	43,340	-	44,740	46,080	-	47,150
Worcester	26,194	34,813	43,396	-	44,985	46,575	-	48,166

* Salary increments available only to select persons employed prior to stipulated dates are not shown above

Masters + 45 in St. Mary's

NOTE: When no salary is shown, the maximum salary for the preceding level of preparation applies until the next recognized level is achieved.

Table 3

1994-95 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and SPC

Step on Scale	Allegany	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett
1	$23,038	$25,827	$23,509	$25,676	$29,867	$25,614	$24,793	$25,502	$26,631	$23,920	$26,016	$21,963
2	23,747	26,376	23,972	25,676	29,867	25,614	25,462	25,602	26,631	23,920	26,142	22,615
3	24,710	27,362	24,692	26,806	30,235	25,848	25,681	25,902	27,563	24,128	26,502	23,268
4	25,706	28,806	25,432	27,934	30,896	26,529	26,870	26,402	28,527	24,128	27,707	23,920
5	26,734	30,342	26,196	29,061	32,610	27,437	28,058	27,102	29,526	24,336	28,912	24,572
6	27,767	31,792	26,981	30,082	33,913	28,348	29,248	28,102	30,559	24,802	30,116	25,224
7	28,780	33,240	27,791	31,103	35,300	29,257	30,437	29,102	31,629	25,407	31,321	25,877
8	29,760	34,691	28,624	32,124	36,646	30,166	31,625	30,102	32,736	26,131	32,526	26,529
9	30,754	36,137	29,483	33,142	37,951	31,106	32,815	31,102	33,882	26,738	33,730	27,181
10	31,818	37,588	30,367	33,546	39,947	32,062	34,003	32,102	35,067	27,347	34,935	27,835
11	32,729	39,123	31,278	-	-	33,017	35,192	33,202	-	-	36,140	-
12	33,828	-	32,599	-	-	33,970	36,382	34,402	-	-	37,344	-
13	34,839	-	-	-	-	34,926	37,570	35,602	-	-	-	-
14	35,852	-	-	-	-	36,974	38,759	36,802	-	-	-	-
15	-	-	40,766	-	-	38,590	-	38,002	-	-	-	-
16	-	-	41,014	-	-	-	-	39,202	-	-	-	-
17	-	-	41,263	-	-	-	-	-	-	-	-	-
18	-	-	41,512	-	-	-	-	-	-	-	-	-
19	-	-	41,760	-	-	-	-	40,202	-	-	-	-
20	-	-	42,011	-	-	39,884	-	-	-	-	-	-
21	36,789	-	42,241	-	-	-	-	-	-	-	-	-
22	-	-	42,470	-	-	-	-	-	-	-	-	-
23	-	-	42,700	-	-	-	-	-	-	-	-	-
24	-	-	42,930	-	-	-	-	42,202	-	-	-	-
25	-	-	43,160	-	-	41,161	-	-	-	-	-	-
26	37,726	-	-	-	-	-	-	-	-	-	-	-
30	-	-	-	-	-	42,438	-	-	-	-	-	-

NOTE: Additional steps available to teachers employed prior to 1994 are not shown.

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Table 3 (continued)

1994-95 Salary Schedules for Maryland Public School Teachers with a Bachelor's Degree and SPC

Step on Scale	Harford	Howard	Kent	Mont-gomery	Prince George's	Queen Anne's	St. Mary's	Somerset	Talbot	Washington	Wicomico	Worcester
1	$26,080	$26,648	$24,920	$28,172	$26,622	$26,250	$26,654	$24,875	$23,942	$25,075	$25,130	$26,194
2	26,308	27,135	24,920	28,469	26,622	26,505	26,817	25,416	24,382	25,075	25,130	26,343
3	26,652	27,784	26,547	28,767	26,622	27,360	27,110	25,956	24,823	25,262	25,780	26,493
4	26,994	29,041	27,232	29,065	27,241	27,788	27,405	26,713	25,705	26,174	26,410	27,277
5	27,338	30,229	28,263	30,545	27,957	28,215	28,010	27,470	26,146	27,086	27,060	28,059
6	27,921	31,418	29,130	32,023	29,310	28,643	29,157	28,227	27,005	27,998	27,710	28,964
7	29,004	32,607	30,179	33,499	30,662	29,070	30,301	29,092	27,687	28,910	28,460	29,868
8	30,084	33,795	31,226	34,982	32,016	29,498	31,444	29,741	28,348	29,822	29,210	30,772
9	31,166	34,984	31,732	36,456	33,367	29,925	32,533	30,498	29,008	30,734	29,960	31,793
10	32,246	36,173	33,196	37,932	34,721	30,353	33,810	31,364	29,670	31,646	30,940	32,813
11	-	37,361	-	-	36,074	-	-	31,796	-	32,558	31,900	-
12	-	38,550	-	-	37,426	-	-	31,959	-	33,470	33,090	-
13	-	-	-	-	-	-	-	-	-	34,382	34,260	-
14	-	-	-	-	-	-	-	-	-	-	35,980	-
18	-	-	-	-	-	-	34,486	-	-	-	-	-
19	-	-	-	-	-	-	-	-	-	35,294	37,380	-
20	33,246	-	-	-	-	-	35,176	32,121	-	36,206	-	-
21	-	-	-	-	-	-	-	33,066	-	37,118	-	-
22	-	-	-	-	-	-	-	34,011	-	-	-	-
23	-	-	-	-	-	-	-	-	-	-	38,990	-
24	-	-	-	-	-	-	35,879	-	-	-	-	-
25	34,246	-	-	-	-	-	-	-	-	38,030	-	-
27	-	-	-	-	-	-	36,494	-	-	-	-	-
28	-	-	-	-	-	-	-	-	-	-	40,600	-
30	35,246	-	-	-	-	-	37,224	-	-	-	-	-

NOTE: Additional steps available to teachers employed prior to 1994 are not shown.

Table 4

1994-95 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step on Scale	Allegany*	Anne Arundel	Baltimore City	Baltimore	Calvert	Caroline	Carroll	Cecil	Charles	Dorchester	Frederick	Garrett*
1	$23,833	$26,942	$24,809	$27,229	$30,524	$27,437	$25,919	$26,702	$29,008	$23,920	$28,046	$ -
2	24,542	28,386	25,298	27,229	30,524	27,437	27,108	26,802	29,008	23,920	28,299	-
3	25,505	29,829	26,057	28,546	32,610	28,348	28,296	27,102	29,951	24,423	28,912	-
4	27,984	31,282	26,838	29,862	33,913	29,257	29,486	27,602	30,924	27,486	30,116	26,995
5	29,066	32,730	27,644	31,178	35,300	30,166	30,674	28,302	31,929	28,378	31,321	27,647
6	30,163	34,172	28,473	32,494	36,646	31,106	31,863	29,302	32,967	29,144	32,526	28,300
7	31,277	35,630	29,327	33,811	37,951	32,062	33,053	30,302	34,038	29,909	33,730	28,952
8	32,374	37,164	30,207	35,126	39,339	33,017	34,241	31,302	35,144	30,945	34,935	29,604
9	33,471	38,610	31,114	36,442	40,772	33,970	35,430	32,302	36,287	31,715	36,140	30,256
10	34,586	40,059	32,047	37,760	42,682	34,926	36,619	33,302	37,466	32,483	37,344	31,887
11	35,616	41,506	33,009	39,076	44,072	35,880	37,808	34,402	38,684	33,539	38,549	32,539
12	36,714	42,958	34,877	40,391	45,463	36,835	38,997	35,602	39,941	34,311	39,753	33,192
13	37,829	-	-	41,708	46,764	37,787	40,185	36,802	41,239	35,083	40,958	33,844
14	38,892	-	-	-	48,109	40,178	41,375	38,002	42,579	36,770	42,163	34,496
15	-	45,106	42,792	-	-	41,965	42,564	39,202	43,963	37,658	43,367	35,148
16	-	-	43,073	42,870	-	-	-	40,402	-	-	-	36,558
17	-	-	43,353	-	-	-	-	-	-	38,594	43,608	-
18	-	-	43,634	-	-	-	-	-	45,062	-	44,813	-
19	-	-	43,915	44,031	-	-	44,466	41,402	-	-	45,235	-
20	-	47,254	44,199	-	49,498	43,252	-	-	-	40,044	45,957	38,189
21	39,829	-	44,461	-	-	-	46,368	-	46,189	-	-	-
22	-	-	44,723	45,193	-	-	-	-	-	41,362	47,283	-
23	-	-	44,985	-	-	-	-	-	-	-	-	-
24	-	-	45,247	-	-	-	48,270	43,402	47,688	-	-	-
25	-	49,402	45,514	-	50,889	44,540	-	-	-	-	48,656	39,819
26	40,766	-	-	46,355	-	-	-	-	-	-	-	-
27	-	-	-	-	-	-	-	-	49,238	42,697	-	-
28	-	-	-	-	-	-	-	-	-	-	-	-
30	-	51,550	-	47,517	52,149	45,828	-	-	50,838	-	-	-

*APC is required for placement on this scale.

NOTE: LEAs vary in rewarding achievements for advanced certification and advanced preparation, interim schedules may exist for combinations of MA or MA equivalent with or without an APC.

Table 4 (continued)

1994-95 Salary Schedules for Maryland Public School Teachers with a Master's Degree

Step on Scale	Harford	Howard	Kent*	Mont-gomery	Prince George's	Queen Anne's*	St. Mary's	Somerset*	Talbot*	Washington	Wicomico*	Worcester*
1	$27,224	$27,013	$28,372	$30,506	$31,416	$ -	$27,395	$ -	$26,654	$25,936	$28,260	$29,371
2	27,452	27,545	28,372	30,771	31,416	-	27,555	-	27,265	25,936	28,260	29,448
3	27,796	28,194	29,383	31,036	31,416	-	27,847	-	27,926	26,851	28,900	29,524
4	28,419	31,022	30,106	32,763	31,751	29,343	28,312	28,768	28,586	27,763	29,550	30,308
5	29,633	32,369	30,974	34,483	32,466	30,198	29,540	29,525	29,248	28,675	30,190	31,091
6	30,850	33,716	32,148	36,213	33,819	31,053	30,684	30,282	29,908	29,587	30,840	31,995
7	32,067	35,063	33,196	37,930	35,173	31,908	31,828	31,147	31,009	30,499	31,480	32,901
8	33,281	36,411	34,280	39,653	36,524	32,763	32,970	31,796	32,111	31,411	32,240	33,804
9	34,499	37,758	35,345	41,383	37,878	33,618	34,119	32,553	33,212	32,323	33,190	34,825
10	35,715	39,105	36,504	43,107	39,230	34,900	35,336	33,418	34,314	33,235	34,170	35,844
11	36,931	40,452	37,768	44,830	40,583	36,183	36,863	34,175	35,415	34,147	35,240	36,987
12	38,147	41,799	38,889	46,551	41,935	37,465	37,932	34,932	36,517	35,059	36,430	38,247
13	39,362	43,147	40,082	48,280	43,289	39,175	38,852	35,798	37,838	35,971	37,720	39,505
14	40,576	44,494	41,238	50,002	44,640	41,313	40,071	36,663	39,160	36,883	39,900	42,985
15	41,795	45,841	43,732	51,002	45,994	43,450	41,293	37,608	40,482	37,795	-	-
16	-	47,188	45,044	52,335	46,446	-	-	-	41,803	38,707	-	-
17	-	48,433	-	53,667	46,896	44,950	-	-	42,023	39,619	-	-
18	-	-	-	55,000	47,347	-	42,119	-	42,243	40,531	-	-
19	-	49,677	-	56,101	47,797	-	-	-	42,464	41,440	41,410	-
20	42,795	-	-	-	48,249	-	42,961	39,475	42,685	42,355	-	-
21	-	50,921	46,478	-	48,925	46,450	-	40,420	42,905	43,267	-	-
22	-	-	-	-	-	-	-	41,365	43,125	-	-	-
23	-	-	-	-	-	-	-	-	43,345	-	43,030	-
24	-	52,165	-	-	-	-	43,820	-	43,565	-	-	-
25	43,795	-	47,934	-	49,470	-	-	-	43,786	44,179	-	-
26	-	-	-	-	53,040	-	-	-	44,006	-	-	-
27	-	-	-	-	-	47,950	44,697	-	44,226	-	-	-
28	-	53,410	-	-	-	-	-	-	44,446	-	44,740	-
29	-	-	-	-	-	-	-	-	-	-	-	-
30	44,795	-	-	-	-	-	45,591	-	-	-	-	-

*APC is required for placement on this scale

NOTE: LEAs vary in rewarding achievements for advanced certification and advanced preparation; interim schedules may exist for combinations of MA or MA equivalent with or without an APC.

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Table 5

Basis of 1994-95 Salaries for Twelve-Month Principals in Maryland Public School Systems

Local Unit	Salary Minimum	Salary Maximum	Salary Determinants
Allegany	$49,041	$62,832	Salary schedule based school size with differentials for advanced preparation and longevity
Anne Arundel	45,395	82,158	Salary schedule based on school size with longevity steps
Baltimore City	48,430	73,409	Salary schedule based on responsibility
Baltimore	63,500	73,500	"Flat rate" structure based upon years of administrative/supervisory experience, size of school, and possession of Doctorate
Calvert	46,540	85,524	Base salary determined by degree type and years of experience, multiplied by 1.40 - 1.55, depending upon school size/type
Caroline	46,784	68,959	Base salary multiplied by responsibility factor based on school level/type with differentials for years of experience, level of education and longevity
Carroll	41,985	76,088	Salary schedule with differentials for school type, preparation and longevity
Cecil	45,637	69,169	Salary schedule based on school level with differentials for advanced preparation and longevity
Charles	47,983	82,477	Salary schedule with longevity and differentials for advanced preparation; additional adjustments based on position analysis, performance, school system needs, and school size/type
Dorchester	48,955	61,314	Salary schedule based on school level/type, education, and experience
Frederick	43,386	74,426	Salary schedule based on school level with differential for earned Doctorate and longevity
Garrett	47,324	65,331	Salary schedule based on length of contract and school size with differentials for advanced preparation and longevity
Harford	40,925	69,430	Teachers salary multiplied by 1.2 plus differentials based on school size/level
Howard	54,192	78,064	Salary schedule based on school level/type
Kent	45,284	69,740	Salary schedule based on school size with differentials for advanced preparation and longevity
Montgomery	62,191	89,045	Salary schedule based on school level/type
Prince George's	59,034	82,600	Salary schedule based on school level plus longevity
Queen Anne's	54,720	70,025	Base salary multiplied by management increment ranging from 1.25-1.47 plus differentials for degree and longevity
St. Mary's	43,675	75,585	Salary schedule based on school level with differentials for advanced preparation and longevity
Somerset	33,270	55,865	Teacher salary multiplied by factor of 1.2 plus differentials for school size
Talbot	* 39,442	66,008	Salary determined by the Memorandum of Understanding between the Board of Education of Talbot County and the Talbot Association of Supervisors and Administrators
Washington	50,294	65,585	Salary schedule based on school size/level
Wicomico	52,010	65,250	Salary schedule based on school size
Worcester	41,097	71,249	Teacher salary schedule equated to months worked multiplied by 1.13-1.25, depending upon school size/level, plus longevity

*Ten-month

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Table 6

Basis of 1994-95 Salaries for Vice/Assistant Principals in Maryland Public School Systems

Local Unit	Salary Minimum	Salary Maximum	Salary Determinants
Allegany#	$39,078	$50,779	Salary schedule based on school size with differentials for additional preparation and longevity
Anne Arundel	42,046	72,335	Salary schedule based on school size with longevity steps
Baltimore City	44,792	57,007	Salary schedule based on negotiated agreement
Baltimore*	51,828	65,500	"Flat rate" structure based upon years of administrative/supervisory experience, size of school, and possession of Doctorate
Calvert	41,554	74,489	Base salary determined by degree type and years of experience, multiplied by 1.25 - 1.35, depending upon school type/size
Caroline^	41,586	60,347	Base salary multiplied by responsibility factor, plus differentials for years of experience, level of education and longevity
Carroll	39,870	67,586	Salary schedule with differentials for school type, preparation and longevity
Cecil	40,996	59,887	Salary schedule based on school level with differentials for advanced preparation and longevity
Charles	39,829	57,938	Salary schedule with longevity and differentials for advanced preparation; additional adjustments based on position analysis, performance, school system needs, and school size/type
Dorchester	39,917	59,931	Salary schedule based on school level/type, education and experience
Frederick	39,829	65,428	Salary schedule based on school level with differential for earned Doctorate and longevity
Garrett#	35,414	50,248	Salary schedule based on years of A&S experience with differentials for advanced preparation and experience
Harford	34,470	63,573	Teachers salary multiplied by 1.2 plus differentials for school level/teaching responsibility
Howard	42,225	71,873	Salary schedule based on school level/type
Kent	41,674	59,334	Salary schedule based on school size/level with differentials for advanced preparation and longevity
Montgomery	54,092	72,476	Salary schedule based on school level/type
Prince George's#	49,951	70,136	Salary schedule based on school level plus longevity
Queen Anne's	48,735	61,903	Base salary multiplied by management increment ranging from 1.05-1.22 plus differentials for degree and longevity
St. Mary's	37,674	62,485	Salary schedule with differentials for advanced preparation and longevity
Somerset^	30,835	47,113	Teacher salary schedule multiplied by factor of 1.05 plus differentials for school size
Talbot	43,620	63,391	Salary determined by the Memorandum of Understanding between the Board of Education of Talbot County and the Talbot Association of Supervisors and Administrators
Washington	44,329	60,054	Salary schedule based on school assignment and length of contract (11 or 12 month)
Wicomico	43,670	57,200	Salary schedules based on school size with differentials for degree and responsibility factors
Worcester	36,852	62,939	Teacher salary schedule equated to months worked multiplied by 1.06-1.10, depending upon school size/level, plus longevity

*Ten-month
#Eleven-month
^Ten and 1/2-month

Basis of 1994-95 Salaries for Supervisors* in Maryland Public School Systems

Local Unit	Salary Minimum	Salary Maximum	Salary Determinants
Allegany	$51,708	$61,482	Salary schedule with differentials for advanced preparation and longevity
Anne Arundel*	45,395	76,799	Salary schedule with longevity steps
Baltimore City*	48,430	61,636	Salary schedule based on responsibility
Baltimore	63,500	66,500	"Flat rate" structure based upon years of administrative/supervisory experience and possession of Doctorate
Calvert	46,540	77,248	Base salary determined by degree type and years of experience, multiplied by 1.40
Caroline	48,517	64,653	Base salary multiplied by 1.40 plus differentials for years of experience, level of education and longevity
Carroll	46,244	71,836	Salary schedule with differentials for additional preparation and longevity
Cecil	51,438	65,688	Salary schedule with differentials for advanced preparation and longevity
Charles	47,076	67,431	Salary schedule with longevity and differentials for advanced preparation; additional adjustments based on position analysis, performance, and school system needs
Dorchester	48,955	59,931	Salary schedule based on school level/type, education and experience
Frederick*	43,386	65,428	Salary schedule with differential for earned Doctorate and longevity
Garrett	48,910	63,745	Salary schedule with differentials for advanced preparation and longevity
Harford	43,221	65,525	Teachers salary multiplied by 1.2 plus differential
Howard	51,942	71,873	Salary schedule
Kent	50,653	66,729	Salary schedule with differentials for advanced preparation and longevity
Montgomery	57,211	78,784	Salary schedule with grade determined by area of responsibility
Prince George's	56,763	71,386	Salary schedule plus longevity
Queen Anne's	56,430	67,460	Base salary multiplied by management increment ranging from 1.32-1.44 plus differentials for degree and longevity
St. Mary's	43,675	62,485	Salary schedule with differentials for advanced preparation and longevity
Somerset	39,652	55,608	Teacher salary multiplied by 1.2 plus differential
Talbot*	46,624	66,008	Salary determined by the Memorandum of Understanding between the Board of Education of Talbot County and the Talbot Association of Supervisors and Administrators
Washington	52,306	62,456	Salary schedule
Wicomico	53,600	62,160	Salary schedule with differentials for degree
Worcester	42,916	67,371	Teacher salary schedule equated to months worked multiplied by 1.18 plus longevity

*Equivalent position in Anne Arundel, Baltimore City, and Talbot is Coordinator; equivalent position in Frederick is Curriculum Specialist

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